Department of <u>Human Rights</u> Facts - FY '11

http://www.state.ia.us/government/dhr/index.html

General Information

Address: Lucas Building

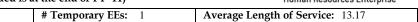
Workforce Data

FT EEs:

321 East 12th Street, First Floor Des Moines, IA 50319

(unless otherwise noted, information provided is at the end of FY '11)

PT EEs:



Span of Control: 11.25 % Performance Evaluations Completed: N/A% Total Unemployment Insurance Claims: 1

Employee Age Groups				Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>	
<25	0	45-54	19	<25	0	45-54	1	# of Females:	27	# of Males:	19
25-34	4	55-64	5	25-34	1	55-64	1	% of WF:	58.70%	% of WF:	41.30%
35-44	14	65+	4	35-44	0	65+	1	Average Age:	47.68	Average Age:	50.21
Employee Average Age: 48.72			Supervisor Average Age: 52.09		Average Length of Service: 11.55		Average Length of Service: 15.48				

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities:	3	# of African-American:	1	# of Non-minorities:	42
% of Workforce:	6.52%	# of Asian:	2	% of Workforce:	91.30%
Average Age:	48.23	# of American Indian:	0	Average Age:	48.36
Average Length of Service:	12.17	# of Hispanic or Latino:	0	Average Length of Service:	13.32

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	6	# of Persons With Non-Disabiliti	es: 38	
% of Workforce:	13.04%	% of Workforce:	82.61%	
Average Age:	48.55	Average Age:	48.50	
Average Length of Service:	11.49	Average Length of Service:	12.70	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn	
EEO Category 1: 12	EEO Category 2: 32	EEO Category 3: 0	EEO Category 4: 0	
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance	
EEO Category 5: 0	EEO Category 6: 2	EEO Category 7: 0	EEO Category 8: 0	
Separation Rate: 12.77%	Hire Rate: 6.38%	Number Hires: 2	Transfer In: 1	
Retirements: 1	All Terminations: 1	Voluntary Quits: 3	Transfer Out: 1	

# of Classes Used: 18	Most Populous Classes: Program Planner 3 (9), Executive Officer 2 (4), Justice Systems Analyst (4), Program Planner 2 (4)					
Separations - By Class:	Dir of Human Rights (1), Executive Officer 1 (1), Exec Off 3 (1), Exec Secretary (1), Public Service Exec 4 (1)					
# Eligible for Retirement:	9 in the next 5 years	% Eligible: 19.57%				

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:	
\$26,098.56	\$2,000.00	\$3,182,863.23	\$65,348	2.7	
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:	
\$620.22	\$0	\$0	\$0	\$0	
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:	
\$N/A	Value: \$236,009.88	930.3	\$223,330.48	890.1	
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To	
Used: N/A	779.0	Expense:	408.4	Vacation Days Used:	
		\$100,993.18		68.5	
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:		
	Value:		8.88	Converted Sick Leave To	
	\$186,538.53			Vacation Used Expense:	
				\$17,117.36	
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	<u>Reclassifications</u>	<u>Grievances</u>	
Expense:	0	0	Up (Filled):	Contract Grievances: 0	
\$0			Up (Vacant): 1	Disciplinary: 0	
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 2	Language: 0	
Expense:	18.9	\$0	Down (Vacant): 2	Non-Contract Grievances: 0	
\$4,651.28			Lateral (Filled): 0	Disciplinary: 0	
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0	
Expense:	0.6	\$0	Approx. Annual New Cost of	Arbitrations: 0	
\$219.95			Reclassified Positions:*		
			\$-8,944.00		

^{*} based on difference between average of old and new pay grade FY 11. Vacancies and laterals were not calculated into the "cost."

Sources: AS400 Queries; "Just the Facts for FY11" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers. Date of Completion: December 2011